

WWCC NCO CONFERENCE

20 October, 2003

TIME	ACTIVITY	POC
0800-0810	Opening Comments	CSM Hiltner
0810-0850	PERSCOM Brief	SFC Parces
0850-0920	CCRA	Mr. Kolker
0920-0950	MSG Board Brief	CSM Moten
0950-1020	SFC Board Brief	SGM Jackson
1020-1035	Break	SGM Shipp
1035-1105	OIF Overview	CSM Fountain
1105-1130	RCSM Time	CSM Hiltner
1130-1200	Commandant Brief	COL(P) Lillie
1200-1300	Lunch	SGM Shipp
1300-1315	Panel Breakdown	SGM Shipp
1315-1500	Panel Discussions	Panel POC
1800-UTC	RCSM Social for CSM/SG	\mathbf{M}



ENLISTED PERSONNEL CHEMICAL BRANCH BRIEF

October 2003



TOPICS OF DISCUSSION

MISSION ORGANIZATION MANNING THE FORCE ASSIGNMENT PROCESS SPECIAL ASSIGNMENTS

CHEMICAL PDNCO MISSION STATEMENT

Advise Chemical Assignment Managers on military and MOS related technical matters. Assignment Manager for Chemical Master Sergeants, First Sergeants and Sergeant First Class (P).

Screens, selects, and provides soldiers for all special management assignments (i.e., Recruiter, Drill Sergeants, Instructors, NTC, JRTC, AC/RC, The Old Guard, DTRA, NORAD, NATO, EO, IG, and Pentagon Force Protection Agency).

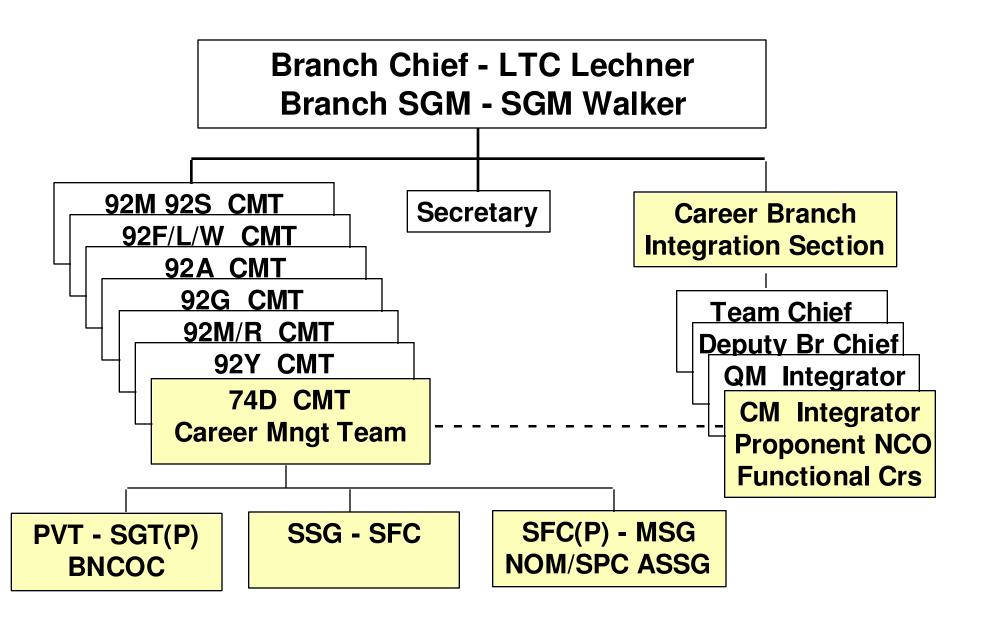
CM PROPONENCY LIAISON MISSION STATEMENT

Manage functional schools/NCOES. Monitor the personnel slice of unit activation (training and assignment), force alignment, and MOS structure issues.

Liaison between the Proponent at USACMLS and Human Resources Command. Publish the Proponent Update, Chemical Enlisted Newsletter, promotion statistics, and other data for the USACMLS.

Involved in decision making on Proponency issues, Force Structure Management, ASI/SQI management, SRB/TSRB, and Promotions.

QM/CHEMICAL BRANCH



Career Management Team (CMT 74)

SFC PARCES
MSG ASSIGNMENT MANAGER
CAREER ADVISOR
NOM/SPC ASSIGNMENT

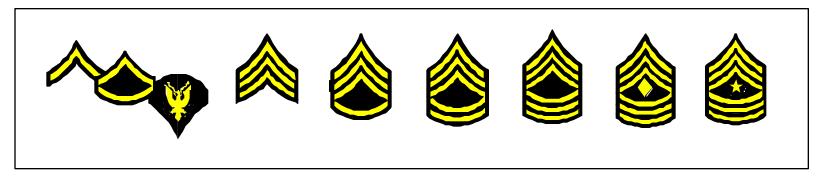
SFC JACKSON
FORCE INTEGRATOR
PROPONENT NCO
FUNCTIONAL CR. MANAGER
CAREER ADVISOR

MS. GATES
SSG/SFC ASSIGNMENT MGR
ANCOC MANAGER

MS. LILLARD
SL10/SGT ASSIGNMENT MGR
BNCOC MANAGER

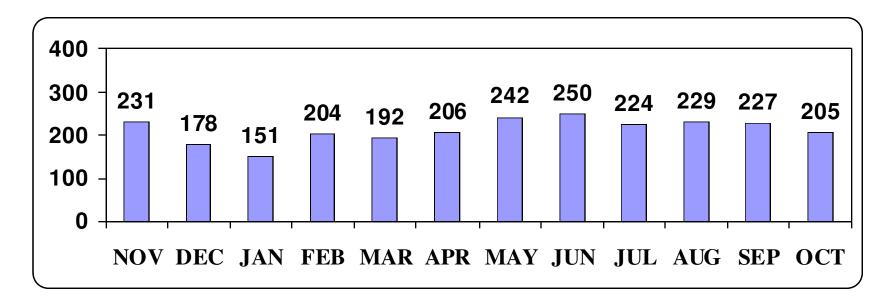
Chemical Enlisted Population by Rank

	E1-E4	E5	E6	E7	E8	E9	TOTAL
AUTH	2752	1387	1345	735	157	27	6403
ON HAND	2892	1198	1433	753	169	26	6392
AUTH 0310	2878	1424	1404	753	166	28	6653



As of: 0310

STAR MOS CHART (74D20)

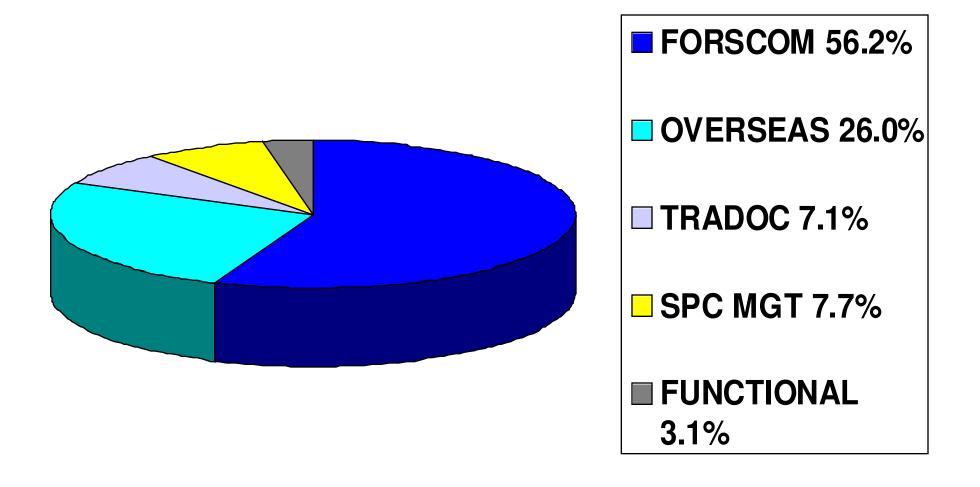


We could have promoted an additional 205 soldiers to SGT this month. There are 986 Specialists eligible for the board, (542 in the primary zone, 444 in the secondary zone); 39 soldiers have been selected for promotion, but have not attended PLDC.

Within the Chemical Companies, there are 430 Specialists eligible (208/222)

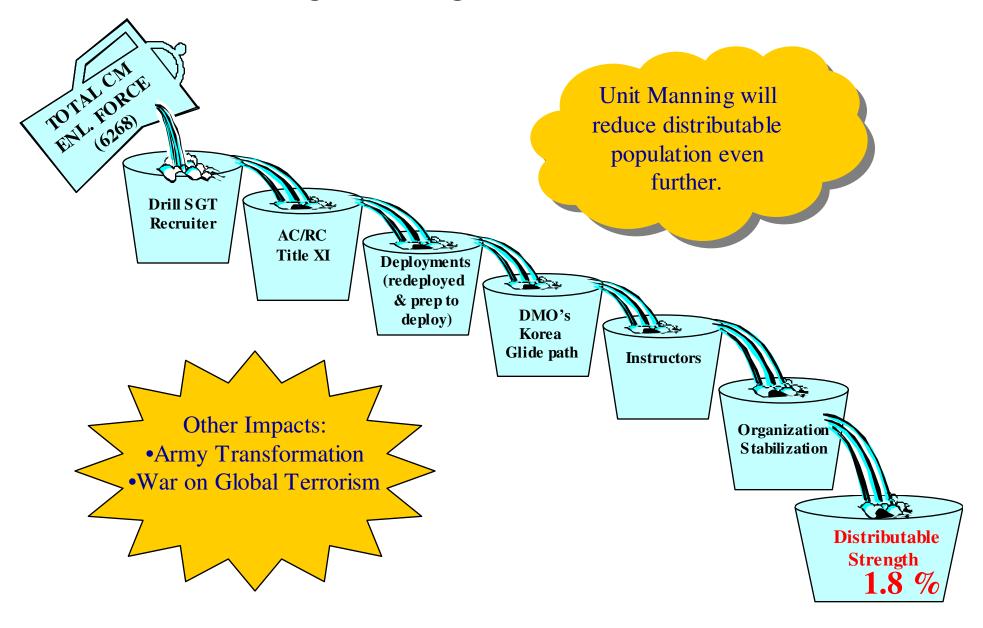
54B20 has been on the STAR MOS for the last 76 months effective October 2003.

Enlisted Assignment Distribution



As of: 0310

Manning Challenges



Additional Skill Identifiers - Chemical

ASI	Auth	Inventory	Inv/Auth %	FY 04 Auth
L5	296	447	151%	291
L1	78	68	87%	76
L4	298	349	117%	414
J5	119	231	194%	163

As of: 0310

Professional Development Courses

Sch Code / Course #	Course Title
652 / 4-54-C42	Chemical ANCOC
652 / 494-74D30	Chemical BNCOC
652 / 494-74D30 (R)	Chemical BNCOC (R)
031 / 4K-F10/494-ASIL5	NBC Reconnaissance
031 / 494-F11/494-F13	Master Fox Scout
031 / 4J-F2/494-F9	Operational Rad. Safety
031 / 4J-F3/494-F14	Rad. Safety
031 / 4K-F9/494-ASIL4	BIDS
093 / 2E-SI5J/494-ASIJ5*	Technical Escort

^{*} Not restricted to Chemical NCO's

PROFESSIONAL DEVELOPMENT

STAYING COMPETITIVE FOR PROMOTION

- ASSIGNMENTS MUST BE:
 - > VARIED (Leadership, Staff and Special Positions)
 - CHALLENGING (High Risk Assignments)
 - > SUCCESSFUL (Consistently Demonstrated Strong Performance)
- INITIATIVE--SELF DEVELOPMENT
 - ➤ DA/LOCAL SCHOOLS (Honor Graduate/Exceeded Course Standards)
 - CORRESPONDENCE COURSES (ACCP)
 - EDUCATION (Attending College)
 - ➤ LEADERSHIP AWARDS (SGT Morales / Audie Murphy)
- RATER/SENIOR RATER EVALUATION
 - PERFORMANCE (Substantiated Excellence Bullets)
 - > POTENTIAL (Promotion, Schooling, Assignment)

ASK / SAM









Assignment Satisfaction Key

ASK provides enlisted soldiers the "key" to update their assignment preference and volunteer locations, contact information, and special duty requests through the Internet by using their Army Knowledge Online (AKO) account ID and password.

Soldier Assignment Module

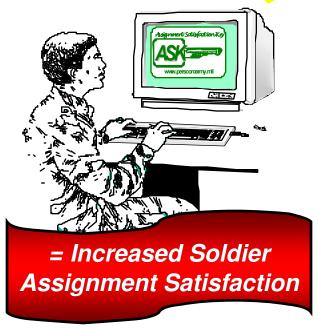
SAM provides virtually instant capability for the Assignment Managers and Professional Development NCOs to identify open requirements a soldier may be eligible for, provides the capabilities to hone in on the most eligible soldier and (on the same screen) identifies volunteers for a specific assignment or type of assignment.

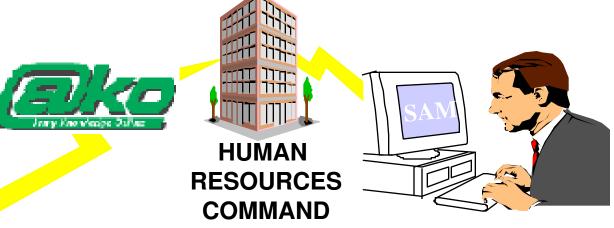
= Soldier Satisfaction

ASK / SAM

Assignment Satisfaction Key

- Assignment Instructions
- Assignment Preferences
- Assignment Volunteer
- Special Duty
- Personal Information





Soldier Assignment Module

FT Hood SGT Smith
SGT Weiss

SGT Jones

- **TEPMD** Assignment Managers use preference information when considering assignments.
- **IV**olunteers, if qualified, are considered before non-volunteers.

Update Assignment Preferences

Assignment Preference Selections

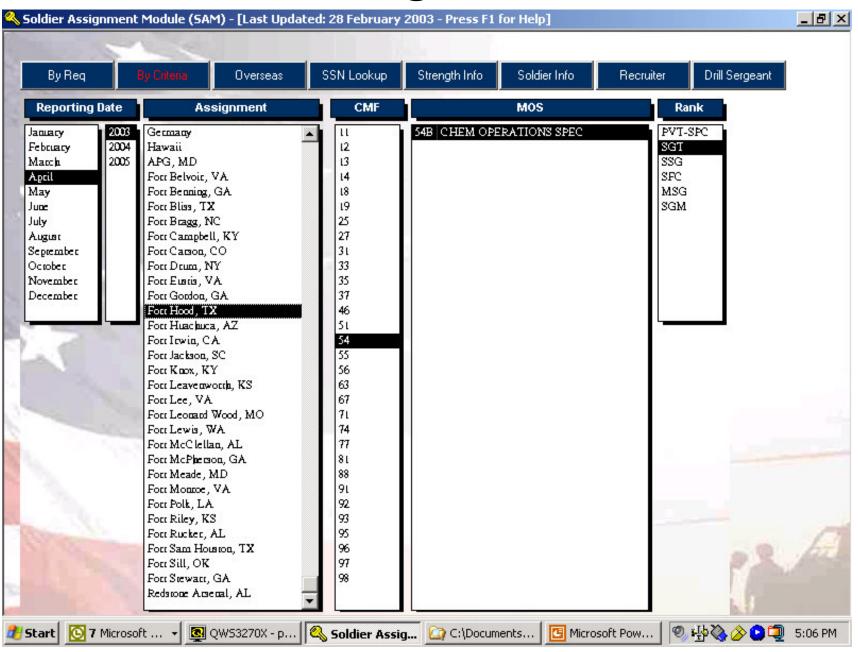
CONUS
Date of Update: 20020412
FORT BRAGG, NC 🕝
FORT CAMPBELL, KY -
FORT BELVOIR, VA
OCONUS
Date of Update: 20020412
HAWAII •
GERMANY
ALASKA
Special Duty Interest
AIRBORNE DUTY PREFERRED •
DRILL SERGEANT DUTY PREFERRED •
NO PREFERENCE
If selected for a dependent restricted tour
RETURN TO CURRENT LOCATION

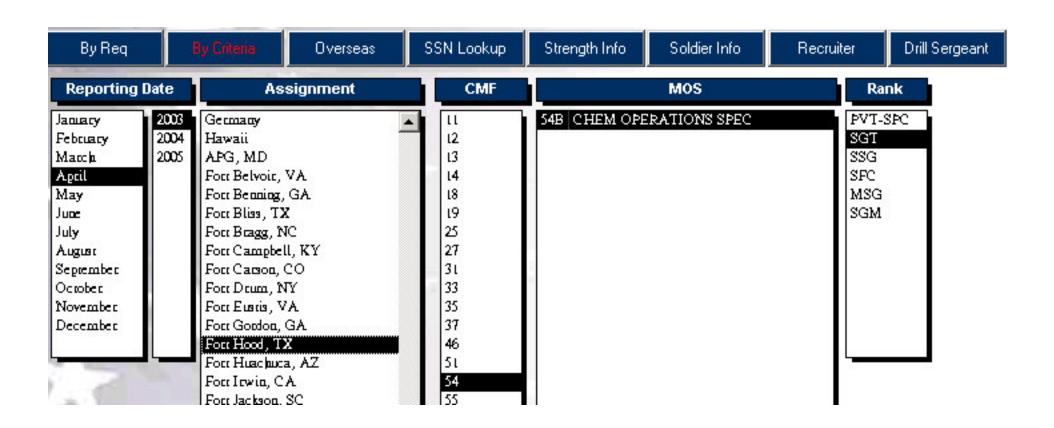
Volunteer Assignment Preferences

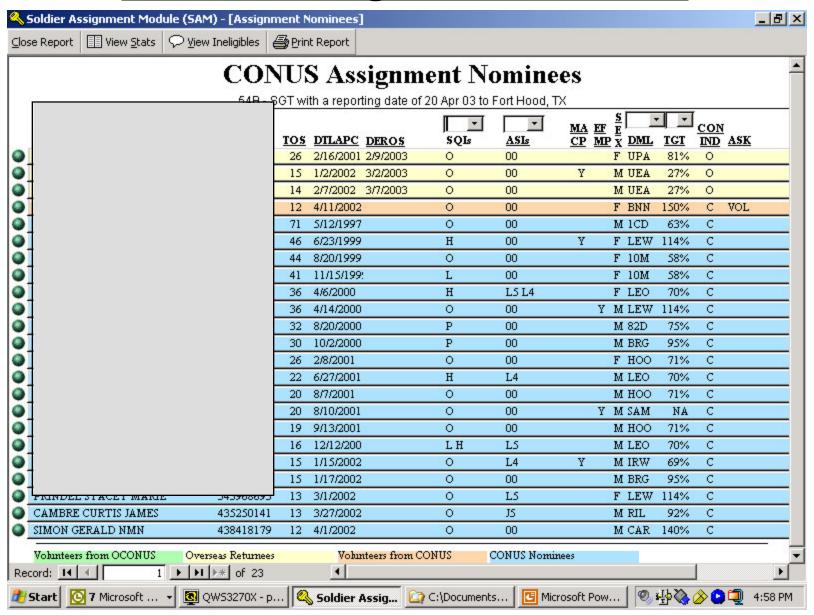
Volunteer Assignment Selections

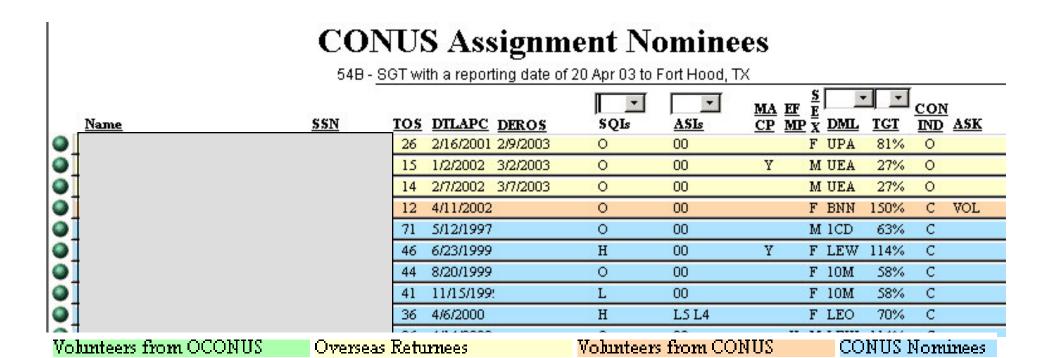
CONTIS

COHOS	
Date of Update: 20030717	
ABERDEEN PROVING GROUND, MD 💌	
NO PREFERENCE	
NO PREFERENCE	
oconus	
Date of Update: 20030717	
HAWAII •	
NO PREFERENCE •	
NO PREFERENCE	
Special Duty Interest	
AIRBORNE VOLUNTEER	•
US ARMY CADET COMMAND VOLUNTEER	·
NO PREFERENCE	•
	Toronto.









EXCEPTIONAL FAMILY MEMBER

- Must be enrolled prior to notification of assignment
 - Enrollment is mandatory
 - Update enrollment every three years
- Considers Family Members special needs during assignment selection process
- Soldiers with approved applications are still eligible for worldwide assignment

MARRIED ARMY COUPLE PROGRAM

- Regular Army soldiers married to members of Regular Army, other services, Reserve Components
- Consideration automatic for both Regular Army soldiers once enrolled
- Considers tour equity and career development
- Reassigned in soldier's grade and PMOS only
- No special rights or privileges are granted
- The Army average for Joint Domiciles 80%

HOMEBASE/ADVANCED ASSIGNMENT

- Advanced identification of assignment following a dependent restricted short tour for SPC/CPL thru MSG
- HOMEBASE ASSIGNMENT: RETURN to prior permanent duty station
- ADVANCE ASSIGNMENT: projected for assignment to a duty station OTHER THAN the prior permanent duty station
- Is NOT a contract
- May accept or decline HAAP during the levy briefing
- Guidelines for HAAP priorities are based on:
 - Needs of the Army
 - Assignment Preference
 - Professional Development
 - Least Cost Factors

DRILL SERGEANT

- SSG / SFC
- GT Score of 100 or higher (Waiver to 95 with leadership and college)
- Minimum physical profile of 111221
- BNCOC Graduate
- Age 40; May be older with Drill SGT physical
- Meet AR 600-9 standards
- Displays military bearing and has demonstrated performance in positions of increased responsibility

Drill Sergeant Packet

- A volunteer packet includes the following forms
- DA Form 4187 -- Personnel Action 2A & 2-1, Personnel Qualification Record
- Part I & II Commanders Check List
- DA Form 3822-R -- Mental Evaluation Signed by a Medical Officer, not an NCO)
- DA Form 705 -- PT Card Weapons Qualification
- Physical Exam, if 40 years of age or older

https://www.perscomonline.army.mil/epinf/dsvolunteer.htm

<u>RECRUITER</u>

- SGT, SSG, SFC
- GT Score of 110 or higher (or 100 GT and 100 ST)
- Minimum physical profile of 132211
- BNCOC Graduate (ANCOC Grad for SSG(P)/SFC)
- Age limits; SGT-37, SSG/SFC-39
- Dependents limit; SGT-2, SGT(P)-3, SSG-4, SSG(P)/SFC-5
- Financially stable; no history of indebtedness

https://www.perscomonline.army.mil/epag/Recruiting2.htm

DRILL SERGEANT & RECRUITER ASSIGNMENTS

- Once nominated no longer controlled by CM Branch
- DA SELECTED NCO
 - Monthly mission for Recruiter
 (2:1 nomination ratio)
 - Mission after the start of each DS Class (1.7:1 nomination ratio)
- VOLUNTEER PACKET
 - DS Packet maintained by date of receipt
 - Recruiting packet (Choice of Assignment)

O/C at NTC/JRTC/CMTC

- Demanding High Visibility assignment
- Airborne qualified (JRTC)
- SSG/SFC
- Leadership experience highly recommended
- 24 month assignment

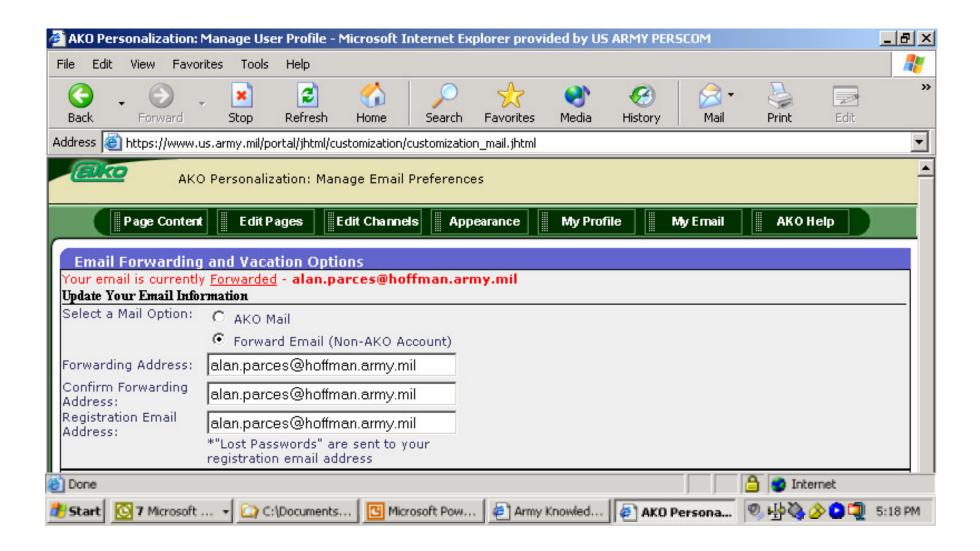
<u>INSTRUCTORS</u>

- SSG/SFC
- TO&E Experience preferred
- BNCOC Graduate
- Possess writing and communication skills

AC/RC

- SSG, SFC, MSG
- BNCOC/ANCOC Graduate as appropriate
- 36 month assignment
- Congressionally mandated Special Management assignment
- Demanding High Visibility assignment

Update your Email on AKO



Current Issues

- 54B changes to 74D (October 03)
 - ASI L6 not currently available/trained
- Conditional Promotions
- Back to Back Assignments
- UPDATES
 - Chemical Newsletter
 - Human Resource Command Web site

Questions

54B Assignment Manager Phone/E-Mail Address

SFC Parces - Professional Development NCO 74D/ASG MGR 74D50 Drill SGT & Recruiter Applicants DSN - 221-2709 COM: (703) 325-2709 E-mail – Alan.Parces@Hoffman.army.mil

SFC Jackson - Chemical Proponent LNO / Career Advisor DSN - 221-9382 COM: (703) 325-9382 E-Mail – Priscilla.Jackson@Hoffman.army.mil

Ms. Gates - ASG Manager for 74D40/74D30/ANCOC DSN - 221-9758 COM: (703) 325-9758 E-Mail - Cherry.Gates@Hoffman.army.mil

Ms. Lillard - Assignment Manager 74D4B20/74D10 DSN - 221-9677 COM: (703) 325-9677 E-mail - Maria.Lillard@Hoffman.army.mil



ENLISTED PERSONNEL CHEMICAL BRANCH BRIEF

October 2003





CSM Donald Moten
Command Sergeant Major
U.S. Army Technical Escort Unit



Bottom line

- Best Qualified
- NCOERs
 - Most important part of a record
 - > Reflects the individual soldier
 - > Essential to success
- Leadership
 - > Platoon
 - > Squad
 - > DS, O/C, SGLs
- Discriminators



- Panel Standards
 - Excellence = Best Qualified
 - > Whole Soldier Concept
 - 'Good Old Boy Network'
- Our Promotion System
 - Safe Guards
 - > The 'Don'ts' & there are a lot of them
 - > Positive Experience



WWCC XX

Centralized Promotion Board Brief

QUESTIONS?





SFC (74D) Board Overview

SGM William Al Jackson
I Corps – Sr NBC Staff NCO
FY 03 SFC Board Member





- Overview
- Average Profile Profile
- Areas of Concern
- How Your Record Is Scored
- Improving Your Chances
- Questions





Overview





- The SFC is the largest board; review over 30,000 records; 27 Days
- Your record is voted by senior chemical and quartermaster leaders, SGM, CSM, LTC, COL
- Each voter votes approx 320 records a day within a nine day period; over 2500 records belong to CM/QM





Average Promotion Profile

Average Promotion Profile



- Selectees had
 - > Strong NCOER's
 - ➤ Balance of Assignments:
 - Staff: NBC NCO or higher level
 - Leader time: PSG and or SQL
 - One of the hard jobs outside the PMOS;
 SGL, O/C, DS, Recruiter, special assignments, instructor
 - No sign of disciplinary problems
 - One or more years of college





Areas of Concern

Areas of Concern



- No photo; #1 problem... Deployment?
- Assignments that has nothing to do with PMOS or one of those hard jobs like training NCO, Ammo NCO, etc
- No civilian education
- Poor NCOER's
- Pattern of Disciplinary Problems
- HT & WT Data... growing taller as weight increases... "two or more inches"





How Your Record Is Scored

	Step 1: Determine Base Score		Step 2: Apply	the categories a			ore +/- to determin	e Final Score		
	ASSIGNMENTS	PERF/LDRSHIP	POTENTIAL	MIL ED	CIV ED	AWARDS & HONORS	APFT HT/WT PHOTO	UCMJ MIS CONDUCT	OTHER	
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QMP										QMP



SFC BOARD									
NAME LUCKETT	Γ, C .	ssn 00000000	RANK SSG	ZONE PRIMARY					
PHOTO DATE		LAST SELECTION	DATE						
DEC 02 PROM FE		B 1999							



QUALIFICATION DATA											
PMOS SMOS DMOS BASD					DOB	AGE	DOR	PULHES			
74D3H2S 11B3V 02 AUG			1982 04 JUL 63 39			01 FEB1999	111111				
MILITAR	MILITARY EDUCATION CIVILIAN EDUCATION										
BNCOC GRAD					2 YR COLL						



GRADE	TYPE	REVIEWER	BEGIN	END	HT/WT			APFT-DT
6	CHANGE OF RATER PLATOON SGT	С	200207	200211	71/184	Υ	PASS	OCT 2002
6	CHANGE OF RATER PLATOON SGT	С	2001 12	200206	71/185	Y	PASS	MAY 2002
6	ANNUAL BN OPS SGT	N	200012	200111	71/188	Y	PASS	AUG 2001
6	ANNUAL BN OPS SGT	С	199912	200011	71/208	N	FAIL	OCT 2000
5	CHANGE OF RATER SQUAD LDR	С	199907	199911	71/186	Υ	PASS	OCT 1999



GRADE	TYPE	REVIEWER	BEGIN	END	HT/WT			APFT-DT
6	CHANGE OF RATER PLATOON SGT	С	200207	200211	71/184	Y	PASS	OCT 2002
6	CHANGE OF RATER PLATOON SGT	С	200112	200206	71/185	Υ	PASS	MAY 2002
6	ANNUAL BN OPS SGT	С	200012	200111	71/188	Y	PASS	AUG 2001
6	ANNUAL BN OPS SGT	С	199912	200011	71/208	Y	PASS	OCT 2000
5	CHANGE OF RATER SQUAD LDR	С	199907	199911	71/186	Y	PASS	OCT 1999





Improving Your Chances

Improving Your Chances



- Get someone senior in grade to you to review your records... preferably a CSM/SGM that sat on the board; if not available, any CSM/SGM
- Follow the career map to the best of your ability Working with DA and or the local senior installation Chemical NCO
- Don't ticket punch!
- Get counseled; make it a working issue

Improving Your Chances - Cont'



- Keep your records updated; not just the year before a board
- Take your photo now; don't wait until board time;
 Take your DA photo within a year of the board's convene date or for significant change
- The NCO-ER: without question the most important tool the board members will use to judge your file

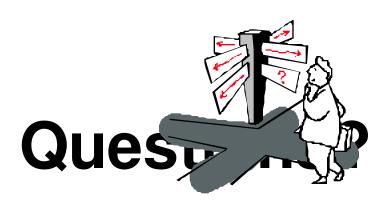
Improving Your Chances – Cont'



- Diversity in assignments is important; seek out the "tough" jobs
- Get inducted SAMC, SMC; NCO of the Year, etc.
- Tough assignment + solid ratings = a strong file







William.jackson2@us.army.mil

DSN 312.357.0944 Commercial 253.967.0944

2nd Chemical Battalion Operation Iraqi Freedom CSM Fountain



19 OCTOBER 03

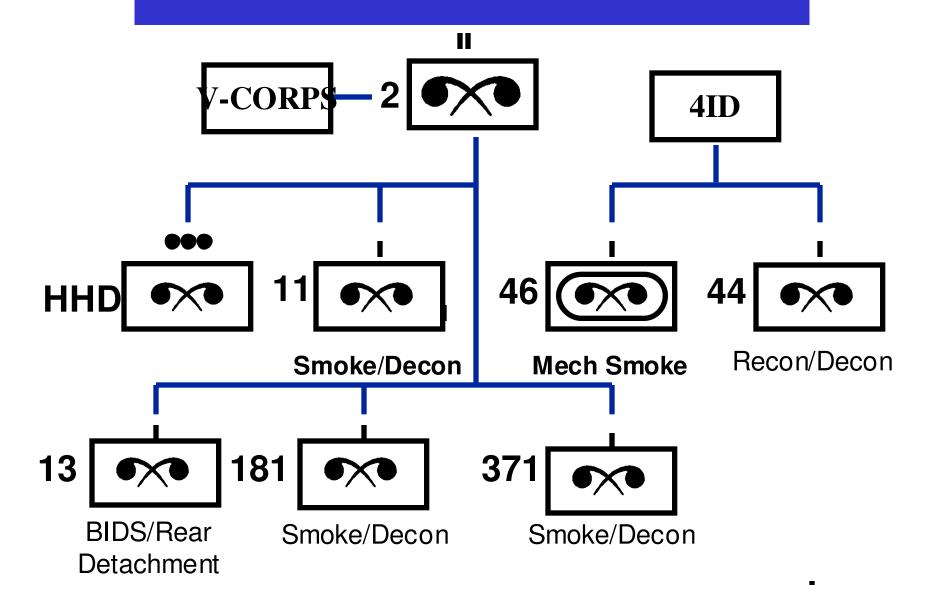


Mission

On order, 2nd Chemical Battalion deploys to designated theater of operations and provides command and control over chemical units conducting NBC operations in support of the Forces.



Task Organization





- HEADQUARTERS and HEADQUARTERS DETACHMENT
- 371st CHEMICAL COMPANY
- 11th CHEMICAL COMPANY
- *Support of V CORPS.
- *On order decontamination support.
- *Upload of 4th Infantry Division for movement forward.
- *Camp Anaconda command and control for occupation.
- *Runway repair.



- 44TH CHEMICAL COMPANY
- *On call recon of suspected chemical, biological weapon sites. (30+)
- *On call firefighting for Al Taji compound and surrounding area.
- *EPW and Detainee transportation to and from holding facility.
- *Mass Casualty exercise.
- *Establish and maintain Arms Room for confiscated weapons.
- *Establish Missile collection points.
- *Establish guard force for missile storage facility.
- *Establish and maintain POV storage yard for detained individuals.
- *Security Escort for Convoys through AL Taji area.
- *Security of Entry Control Points (ECP) and Traffic Control Points (TCP).



- 46TH CHEMICAL COMPANY
- *Refurbish schools in AL Taji area of operation, including the collection and distribution of furniture, books and materials.
- *Mass Casualty exercise.
- *Security Escort and guard for Turkish fuel trucks to and from point of origin.
- *Security of Entry Control Points (ECP) and Traffic Control Points (TCP).



- 181st CHEMICAL COMPANY
- *Establish rear area decontamination plan for logistics areas and troop camps.
- *Convoy escort and security for troop movement forward.
- *Closure of logistics sites as units moved forward.
- *Establish mayor cells for re-deployment camps.



Today's chemical soldier is fully capable of doing his or her mission in any environment. As Operation Iraqi Freedom has proven a chemical soldier is a total soldier, capable of accomplishing any mission set fourth by the needs of his or her surroundings.